

## Message Text

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ACTION AF-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W

-----200937Z 022824 /15

R 200900Z APR 77  
FM AMEMBASSY BANJUL  
TO SECSTATE WASHDC 4251  
INFO AMEMBASSY DAKAR

C O N F I D E N T I A L SECTION 1 OF 2 BANJUL 0531

NOFORN

FOR DEPUTY UNDER SECRETARY FORMANAGEMENT

E.O. 11652: GDS  
TAGS: AMGT PFOR GA  
SUBJECT: ANNUAL POLICY AND RESOURCE ASSESSMENTS,  
PARTS II AND III

REF A STATE 038356, B STATE 050795

FOLLOWING SUBMISSION FROM EMBASSY BANJUL HAS FULL CONCURRENCE  
OF AMBASSADOR AGGREY.

PART II- RESOURCE ASSESSMENTS

A. STATE:

1. THE EMBASSY'S STATE COMPLEMENT INCLUDES THREE AMERICAN  
POSITIONS, THREE LOCAL POSITIONS, AND TWO PIT EMPLOYEES.  
EXCEPT DURING AMBASSADOR'S OCCASIONAL VISITS, THE  
CHARGE SSUEMS FULL RESPONSIBILITY FOR EXECUTIVE DIRECTION,  
POLITICAL, ECONOMIC, COMMERCIAL, INFORMATIONAL AND CULTURAL  
ACTIVITIES. THE SECOND OFFICER POSITION COVERS ALL ASPECTS  
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OF ADMINISTRATION (INCLUDING SECURITY) AND CONSULAR AFFAIRS.  
THE AMERICAN STAFF EMPLOYEE IS RESPONSIBLE FOR COMMUNICATIONS  
AND SECRETARIAL WORK. LOCAL STAFF INCLUDES ONE GENERAL  
PURPOSE PROFESSIONAL WHO ACTS AS ADMINISTRATIVE/CONSULAR  
ASSISTANT AND WHO ALSO HANDLES ROUTINE COMMERCIAL MATTERS.  
ANOTHER LOCAL PROFESSIONAL SERVES AS CASHIER AND, IN ADDTION,  
ACTS AS BUDGET AND FISCAL ASSISTANT; WHILE THE THIRD LOCAL

IS THE EMBASSY'S SENIOR DRIVER/MESSENGER. THE TWO PIT POSITIONS INCLUDE AN EMBASSY SECRETARY/RECEPTIONIST, AND A SECOND DRIVER WHO HAS SOME RESPONSIBILITIES AS GENERAL SERVICES ASSISTANT.

2. WE DO NOT FORSEE THE NEED FOR INCREASING EITHER AMERICAN OR LOCAL STAFF, EXECPT AS NOTED BELOW UNDER AID. CURRENT STAFF IS BARELY ADEQUATE, WITH EXTRA EFFORT ON THE PART OF EACH INDIVIDUAL, TO PURSUE THE COURSES OF ACTION PROPOSED IN PART I. MOREOVER, THE STAFF IS SMALL ENOUGH, AND PRESENT INCUMBENTS HAVE SUFFICIENT FLEXABILITY, THAT WORK ADJUSTMENTS CAN BE MADE ON THE SPOT AS PRIORITIES AND REQUIREMENTS SHIFT DUE TO CHANGING CIRCUMSTANCES. IN THIS SENSE, WE CAN REPROGRAM AS NECESSARY. OUR ABILITY TO FUNCTION AS A NORMAL EMBASSY WOULD BE DRASTICALLY AFFECTED BY ANY CUTS IN POSITIONS.

B. OTHER AGENCY PROGRAMS AND RESOURCE LEVELS:

1. AID: BANJUL FUNCTIONS AS A ONE-MAN AID OFFICE, WITH THE PART-TIME ASSISTANCE OF A LOCALLY HIRED AMERICAN SECRETARY. GIVEN THE EXPANDED AID ROLE IN THE GAMBIA NOTED IN PART I, THERE IS NOW EVEN MORE JUSTIFICATION FOR A RESIDENT AID OFFICER IN BANJUL WITH FULL COMPETENCE OVER DAY-TO-DAY AID OPERATIONS, UNDER THE AEGIS OF RDO/DAKAR. FOR THE REMAINDER OF CY 1977, PRESENT EMBASSY/AID STAFFING SHOULD BE ADEQUATE TO SUPPORT THE AID PROGRAM. HOWEVER, IN ABOUT 9 TO 12 MONTHS TIME, FROM ONE TO THREE BILATERAL AID PROJECTS MAY BE INITIATED WHICH WILL REQUIRE

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THE PRESENCE OF UP TO 8 RESIDENT AID-FINANCED PERSONNEL (CONTRACT, DIRECT-HIRE, OR PASA) IN THE GAMBIA. THUS, EXPANDED EMBASSY SUPPORT FOR AID WILL BE NECESSARY, PERHAPS REQUIRING THE ESTABLISHMENT OF AT LEAST ONE ADDITIONAL FOREIGN SERVICE LOCAL PROFESSIONAL POSITION. IN ADDITION, A SECOND AID PROGRAM OFFICER COULD BE REQUIRED, PERHAPS AN INTERNATIONAL DEVELOPMENT INTERN, WHO WOULD ASSIST THE SENIOR AID OFFICER AND ALSO ASSUME SOME ADMINISTRATIVE RESPONSIBILITIES REGARDING RESIDENT AID TECHNICAL PERSONNEL.

2. PEACE CORPS: BANJUL'S PEACE CORPS PROGRAM IS ADMINISTERED BY ONE AMERICAN, THE DIRECTOR, AND TWO LOCALS (AN FSL PROFESSIONAL ASSOCIATE DIRECTOR FOR ADMINISTRATION, AND A SECRETARY/RECEPTIONIST). A SECOND AMERICAN POSITION, THAT OF ASSOCIATE DIRECTOR FOR AGRICULTURE AND RURAL DEVELOPMENT HAS BEEN ESTABLISHED BUT NOT YET FILLED. THERE HAS BEEN A 100 PER CENT INCREASE IN VOLUNTEERS ASSIGNED TO THIS COUNTRY OVER THE PAST 18 MONTHS, AND PEACE CORPS PLANS TO STABILIZE AT ABOUT 50 VOLUNTEERS. THIS INCREASE WOULD JUSTIFY ANOTHER

AMERICAN PEACE CORPS STAFF POSITION.

3. USIS: A MODEST SUPPORT BUDGET FOR THE QGAMBIA HAS JUST BEEN ESTABLISHED BY USIA, INCLUDING THE HIRING OF ONE FOREIGN SERIVE LOCAL PROFESSIONAL. THIS REPRESENTS A NOTABLE IMPROVEMENT OVER AD HOC ARRANGEMENTS THAT HAD ATTEMPTED TO PROVIDE SOME INFORMATIONAL AND CULTURAL PROGRAMMING FOR THE GAMBIA.

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MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W

-----200939Z 022830 /15

R 200900Z APR 77  
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C O N F I D E N T I A L SECTION 2 OF 2 BANJUL 0531

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PART III- STATE PERSONNEL RECOMMENDATIONS

A. FOR REASONS NOTED IN PART II, WE DO NOT PROPOSE ANY INCREASES OR DECREASES IN POSITIONS AT THIS TIME. RE-PROGRAMMING WILL BE ACCOMPLISHED, IF NECESSARY, BY RE-ASSIGNMENT OF WORK AT POST USING EXISTING PERSONNEL. PER INSTRUCTIONS, BECAUSE WE HAVE ONLY THREE AMERICAN POSITIONS, BANJUL WILL NOT SUBMIT A STATEMENT ON LOWER PRIORITY POSITIONS.

B. MISSION STAFFING CHART:  
AGENCY/FUNCTION CURRENT FY 77

(NOTE: AO-AMERICAN OFFICERS, AS-AMERICAN STAFF, FSLP-FSL PROFESS., FSLS- FSL STAFF)

STATE:  
EXECUTIVE 1AO 1FSLS  
POLITICAL NONE

ECON/COMM'L NONE  
ADMINISTRATION 1AO 2FSLP 2FSLS#  
COMMUNICATIONS 1AS  
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#INDICATES PIT POSITION

AID 1 AO

PEACE CORPS 1AO 1 FSLP 1 FSLS

USIS 1 FSLP

AGENCY/FUNCTION PROJECTED FY79

STATE:

EXECUTIVE 1AO 1 FSLS

POLITICAL NONE

ECON/COMM'L NONE

ADMINISTRATION 1 AO 2 FSLP 2FSLS#

COMMUNICATIONS 2AS

#INDICATES PIT POSITION

NOTE: 1 ALL POSITIONS ARE CORE

2) SHOULD AID EXPAND AS INDICATED IN PART II ABOVE,  
ONE POSITION, FSL PROFESSIONAL ADMINISTRATIVE ASSISTANT,  
SHOULD BE ESTABLISHED.  
WYGANT

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Margaret P. Grafeld  
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US Department of State  
EO Systematic Review  
22 May 2009  
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